



**CALIFORNIA**

# Technician/AGR Administrative Instruction

National Guard Technicians - CAL NG Active Guard/Reserve

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**MILITARY DEPARTMENT**

**P. O. BOX 269101  
Sacramento, CA 95826-9101**


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## **LABOR RELATIONS ASSISTANT, HUMAN RESOURCES OFFICE**

1. The Directorate for Human Resources is pleased to announce Ms. Nancy Bates as the new Labor Relations Assistant. Ms. Bates will assist the Labor Relations Specialist, LTC Emily Perry, in the performance of labor-management functions to include contract negotiations, proposals, agreements, grievance, training, and research for both the Air and Army Labor Agreements.
2. Ms. Bates comes to the Directorate for Human Resources with over 33 years of Federal service. She started her Federal career by working for Great Lakes Naval Training Center in Illinois as a GS-2 clerk. She joined the CA National Guard work force in 1975 as a GS-3 clerk in the logistics division at USPFO. She worked at USPFO for over 28 years, in jobs such as POL clerk, subsistence clerk, commodity manager, Supply Accountability Assistant and Instruction Team member (SAAIT), and ending with Supply and Services Division, specifically the Property Management Branch.
3. Her diverse union experience includes union secretary, shop steward, and for the last thirteen years, President of the CA Army National Guard's Union.
4. We welcome Ms. Bates to the Directorate for Human Resources, as she continues to expand her Federal service in new capacity while continuing to serve the California National Guard.

  
LAWRENCE D.COOPER  
COL, GS, CAARNG  
Director of Human Resources

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